

EEO Public File Report					
Cox Media Group - Tulsa Radio					
KRMG-FM, KRMG-AM, KWEN-FM, KJSR-FM, KRAV-FM					
EEO Public File Report Part 1					
Reporting Cycle: 02/01/2023 – 01/31/2024					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
3747 (VP & Market Manager)	6/9/2022	4/10/2023	Cox Media Group	2	1
			Internal Employee	1	0
3860 (Sales Development Representative)	7/14/2022	5/1/2023	LinkedIn	7	1
			Cox Media Group	1	0
			Indeed	1	0
97601 (IT Manager)	1/24/2023	3/20/2023	LinkedIn	1	1
641 (Director of Sales)	7/21/2023	10/9/2023	LinkedIn	1	1
			Cox Media Group	1	0
			Employee Referral	1	0

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EEO Public File Report Part 2			
Reporting Cycle: 2/01/2023 – 01/31/2024			
Recruitment Sources Used for All Openings			
No.	Recruitment Source	Contact	Entitled to Notification # interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N
2	Indeed Internet - www.indeed.com	Internet Posting	N 1
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N 9
4	Broadbean job distribution	CMG Recruiter	N
5	Circa	State Job Boards/Diversity job boards Internet Posting	N
6	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N
7	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N 4
8	Employee Referral	CMG Employees	N 1
9	Hiring Manager Sourced	CMG Hiring Manager	N
10	Internal Employee	CMG Employees	N 1

Longer - Term Recruiting Initiatives					
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EEO Public File Report Part 3					
Reporting Cycle: 2/01/2023 – 1/31/2024					
	Date	Initiative	Description	Scope of Involvement	Personnel Involved
	Ongoing	On-Line CMG EdgeUcate	24 x 7 on-line learning resources for skills improvement, professional development, performance support to develop professional skills and take targeted training.	Training Program	Open to all CMG employees
	2/8/2023	2023 Tulsa Collegiate Career Fair	The 2023 Tulsa Collegiate Career Fair is a consortium event hosted at The University of Tulsa and sponsored by the following Oklahoma colleges and universities. Students and graduates from these institutions were in attendance: The University of Tulsa, Tulsa Community College, OSU-Tulsa, OU-Tulsa, Oral Roberts University, Northeastern State University, Rogers State University, Langston University - Tulsa	Job Fair	Serene Rogers, Abby Jessen
	3/29/2023	Greenwood Women's Business Center Women's Summit	Participated in GCB's Women's Summit to network with business professionals and potential candidates, discussing careers in media and current opportunities.	Career Event	Serene Rogers, Libby Kaczmarek
	3/30/2023	Oklahoma Association of Broadcasters Student Day Career Fair	Participated in the OAB's Student Day Career Fair at River Spirit Casino Resort, hosting approximately 125 college students from 10-12 Oklahoma colleges and universities.	Job Fair	Libby Kaczmarek, Abby Jessen
	10/30/2023	CMG & Diversity Crew Belonging Workshop	Live training workshop hosted by Diversity Crew for CMG People Leaders on the topic "Belonging - What is it and what does it look like in the Workplace". This training included valuable insights into the profound impact that "belonging" has on our business, culture and overall employee experience and provided tips for how we can all create a sense of belonging among our employees.	DE+I Training	Mark Shecterle, Ben Dreblow, Kim Dallow, Libby Kaczmarek, Levi May
	11/7 - 11/9/2023	CMG Elevate Leadership Program	Participated in Elevate, a leadership development program designed to equip new to intermediate managers with the skills and tools needed to engage, develop, and lead high performing teams.	Career Development Training Program	Libby Kaczmarek